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## RATIO OF MEN TO WOMEN IN THE HIGH SCHOOLS OF THE UNITED STATES

The following circular was sent by Superintendent Nightingale of the Chicago High Schools to the cities named below:

*Chicago, Nov. 6, 1895.*

TO THE PRINCIPAL:

Will you please give me the ratio of men and women among the teachers in your *High Schools*? Also the difference in *salaries* based purposely, or incidentally, or in accordance with custom, upon sex.

Number of men in your high schools?

Number of women in your high schools?

Salaries paid the men, per annum?

Salaries paid the women, per annum?

Why do you employ more women than men?

Why do you pay men more than women?

If you will please give me this information, with any other suggestions you will find it agreeable to make, I shall be exceedingly grateful, and shall be glad to reciprocate.

Truly yours,

A. F. NIGHTINGALE,  
*Sup't High Schools.*

The following is the report by cities of salaries paid:

### RATIO OF MEN AND WOMEN AMONG THE TEACHERS OF HIGH SCHOOLS IN THE FOLLOWING TOWNS AND CITIES, WITH SALARIES PAID.

TOWN OR CITY	Number of Men	Number of Women	SALARY OR AVERAGE SALARY PAID MEN	SALARY OR AVERAGE SALARY PAID WOMEN
Grand Rapids.....	11	24	\$ 827.27, In. Prin.	\$ 770.83 average
Evanston, Ill.....	3	9	2,800, 1,150, 1,250	400 to 1,150
Milwaukee, Wis.....	9	11	1,300 to 1,700	700 to 900
Springfield, Ill.....	4	5	900, 1,450, Pr. 1,670	800
Madison, Wis.....	1	12	1,800	555 to 700
Cincinnati.....	21	37	37,800, average 1,800	38,500, average 1,040
Duluth, Minn.....	9	7	2,500, 1,600, 800	650 to 1,000
Denver, Col.....	18	16	1,250	975
Topeka, Kan.....	3	9	1,200, 1,000, 720	855, 810, 720, 675

An article by Dr. Nightingale on the Preparation of Teachers for Secondary Schools, in which he clearly states his own position on the relative value of men and women teachers, and which was prepared to accompany the present article, was unavoidably crowded out of this issue. It will appear in the March number. The present article is a collection of statistics merely, which show a tendency that Dr. Nightingale criticises strongly in the article that is to follow.

TOWN OR CITY	Number of Men	Number of Women	SALARY OR AVERAGE SALARY PAID MEN	SALARY OR AVERAGE SALARY PAID WOMEN
Hartford, Conn.....	16	15	Salary list private	Salary list private
Harrisburg, Pa.....	9	12	About 800	About 690
Somerville, Mass.....	10	19	2,400 to 1,000	1,200 to 800
Malden, Mass.....	2	9	2,300 to 1,800	800, 700
Albany, N. Y.....	11	15	1,000 to 2,500	600 to 800
Columbus, O.....	18	31	25,000, av. 1,389	32,900, average 1,061
New Haven, Conn.....	8	17	11,600, av. 1,450	15,900, average 932
Fall River, Mass.....	10	10	400 to 3,000	800 to 1,200
Pittsburg, Pa.....	16	24	900 to 1,700	600 to 1,700
Rochester, N. Y.....	5	22	1,350 to 2,300	600 to 900
Providence, R. I.....	18	28	800 to 2,500	600 to 2000
Rockford, Ill.....	3	9	750 to 900	500 to 900
Kansas City, Mo.....	23	17	1,180 average	1,000 average
Washington, D. C.....	32	59	500 to 1,500	400 to 1500
Portland, Maine.....	5	12	800 to 1,250	600 after first year.
Lynn, Mass.....	11	16	1,400 average	900
Ann Arbor, Mich.....	6	8	1,417 average	615 average
Concord, N. H.....	1	8	2,250	600 to 825
Philadelphia, Pa.....	70	120	1,000 to 4,000	700 to 1,600
Omaha High School.....	9	23	1,405 In. Pr., 1,179 av.	921 average
Salem, Mass.....	5	7	900 to 2,200	700 to 1100
Worcester, Mass.....	4	18	1,200, 2,000, 3,000	500 to 1,050
Springfield, Mass.....	6	16	1,000 to 3,500	850 to 1,500
Detroit, Mich.....	12	35	700 to 1,000	700 to 1,000
Girls' Latin School,				[1,380
Boston, Mass.....	3	31	3,780, 2,880 (2)	1,800, (1) 1620, (2) 756,
Joliet, Ill.....	4	6	1,100	666.66
Bangor, Me.....	3	7	1,500	750 down to \$450
Portland, Oregon.....	8	10	1,100	1,100
Seattle, Wash.....	6	7	90 per month	90 per month
Girls' High School,				
San Francisco.....	3	15	3,000 P., 2,100 V.-P.	1,860, H. A. 1,680
Lowell High School,				
San Francisco.....	22	25	1,560 drawing	1,200 to 1,680
Lawrence, Kansas.....	3	7	3,000 Pr., 1,980 V.-Pr.	50 to 70 per month
Quincy, Mass.....	2	6	50 to 55 per month	500 to 800
Indianapolis, Ind.....	13	11	2,000, 750	700 to 1,200
Tacoma.....	4	7	900 to 1500	855
Dubuque, Ia.....	3	6	855	700
La Porte, Ind.....	6	1	600 to 1,650	665
Worcester, Mass.....	10	13	1,038, Pr. 1,200	600 to 1,000
Buffalo, N. Y.....	12	47	800 to 3,000	500 to 1300
Des Moines, Ia.....	5	11	1,600	900 to 1,000
Lawrence, Mass.....	5	6	1,334 average	800 to 1,050
Concord, N. H.....	1	6	900 to 2,500	600 to 825
Poughkeepsie, N. Y....	2	7	2,250	500 to 700
Los Angeles, Cal.....	11	15	1,800 Pr., 500 teach.	100 per month

We present below the replies to the last two questions, viz., Why do you employ more women than men? Why do you pay men more than women?

These replies are not arranged in the order of the cities mentioned above, as Superintendent Nightingale permits us to give a consensus of opinion only, without reference to the source in any case.

(1) I do not know. (2) I do not know. NOTE—Two high school principals in this city, both men, one receives \$2500, the other \$2000. Excluding them for consideration now, the women receive, on the average, \$56.44 a year less than the men, which is not a great difference.

They cost less. We cannot get them for the same.

Both the schools of which I have charge are girls' schools; also the services of women can be got for less money. I have personally nothing to do with fixing the salaries; but, as matter of opinion, I may say that the difference between men's pay and women's pay is not determined wholly—perhaps not even largely—by a corresponding difference in the value of their services.

Can get better women for same price. We believe that men and women should be about half-and-half. Are obliged to take a strong woman now and then because we cannot pay enough to get a strong man. NOTE—Women with us enter more heartily into their work. Rather than to take an inexperienced fellow just out of college, we prefer to engage a woman college graduate who has proven herself to be a decided teaching success. Personally I prefer men for heads of departments. My two strong teachers are, however, women. We pay them \$1200 and \$1500 respectively; they are fully as strong as the two men teachers who receive salaries of \$2300 and \$1900 respectively. These men are married and cannot afford to work for less, while on the other hand the women are single. Not that I think same salaries should not be paid to men and women for same work, but women are competing under different home circumstances and will accept less. We have no schedule of salaries, pay what is

necessary. Our salaries compare favorably with salaries paid in any city in the Union of the same size. Should you publish any report won't you please send it to me? I am very much interested in this matter.

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Enclosed you will find the desired information as far as it is possible to give it. Our Board assumes all the responsibility in the selection of teachers, and it is sometimes difficult to explain the motives which determine a choice. Cannot answer. Cannot answer.

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(1) Sex not considered. (2) Sex not considered. P. S. In filling a vacancy sex is not considered, but our small salaries seem more of a temptation to good women than to good men. Hence the majority of our teachers are women. Since about two-fifths of our pupils are boys, I should favor increasing the salary of male teachers for the purely business reason that such action will attract the application of desirable male teachers.

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In response to your letter the information is given below, so far as it is possible to give it. (1) I think women are employed here because they are content to work in almost any department for less money than men. (2) Two-thirds of all our pupils are girls and need as much influence from women as from men. (3) There is a spirit prevailing in our Board to the effect that certain kinds of disciplinary work are better when done by women. (4) Woman from time immemorial has, to a greater or less extent, been looked upon as inferior, dependent, weak. While in these later years she is gradually being emancipated; the chains of superstition are being broken, and hence she is beginning to be looked upon from the right point of view, and is every day in larger and larger numbers finding her way into not only the public schools but into almost all the avenues of life.

Why do we pay men more than women? The most important and responsible positions are filled by men. It is of quite

rare occurrence for a woman to be considered successful either as a city superintendent or a high school principal. (2) Wages is society's return to its members for services rendered. It is a matter of statistics that where a man is employed in school work he supports, on the average, four others, while in the case of a woman's employment in public schools there is rarely more than one to support beside herself. Men generally can command in other pursuits of life about as much as is paid them for school work, and would go into these kinds of employment if their pay were not in their judgment commensurate with their worth. A goodly number of other shadowy motives are hovering around, but I have already made you weary of reading those already given.

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Because we wish the influence of good women, and because they can be obtained for less money. Because we wish the influence and ability of good men, and because we cannot get them without so doing.

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Permit me to reply briefly to your note of November 6, which was received only Saturday. As to your question, why do we employ more women than men, I don't know that I can say that there is any policy controlling the matter. To a certain extent the question of supply determines the matter. It is easier to find more good women than good men in the profession; and especially with the small salaries paid to men here, it is impossible to find many men who will accept positions and keep them for any length of time. The good ones are very apt to be called elsewhere by higher salaries. The school has lost some of its best men in this way in the past.

As to your question, why do we pay men more than women, I can simply answer it by saying that in general we don't know. It seems to me that the only logical way of regulating this matter would be by the law of supply and demand, and to pay what is necessary for either good men or women to get the best person for the place. Good as the women are in our school work,

it is undoubtedly a source of weakness to the high schools that there is not a larger number of strong men engaged in them. This can only come when the pecuniary rewards for labor in the schools are sufficient to attract a superior order of men into the profession. This is certainly not true at present.

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The appointments are made by the School Committee, and their reasons are unknown to me.

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We can get better women teachers at salaries such as we can offer. Why do we pay men more than women? We do not, if we can get suitable teachers for the positions.

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Why do we employ more women than men? Because they are needed. Why do we pay men more than women? Because it is the custom, and efficient women teachers can be secured at smaller salaries.

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Have no settled policy. Sometimes the numbers are the same. I know of no reason except custom and the fact that women can be found who will do the work for the pittance paid them.

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(1) Must refer you to the Board. (2) Must refer you to the Board.

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To save money. Because they cannot live on less than \$1400, while women can. NOTE: The average male assistant is worth more to a high school than the average female assistant. Of course, there are notable exceptions in almost every school, but as a rule the difference in salary is no greater than the difference in effectiveness, reliability and evenness of work.

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Why do we employ more women than men? On account of expense. Why do we pay men more than women? Custom.

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Circular letter of November 6 received. The salaries are the same for men and women, and for regular teachers the sal-

aries are \$100 per month without experience in high school teaching, \$110 per month after one year's experience, \$120 per month after two years' experience, \$130 after three years' experience, \$140 after four years' experience, which is also the maximum for assistants, \$155 for heads of departments, \$165 for vice-principal, \$250 for principals. These salaries are on a basis of twelve months a year. Our state law provides that women teachers shall receive the same pay as men teachers for the same grade work. The reason for the slightly larger number of women teachers is due to the fact that in the Commercial High School there are several special teachers of penmanship, stenography, etc., who receive small salaries. We prefer a majority of men, as there is less friction between teacher and pupil, and less among teachers; and further because it is the only school in the city where men can get an even chance. In the Girls' High School the comparative number is just reversed, they preferring ladies on the whole.

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Women are cheaper; our salaries are small as an average. Why do we pay men more than women? The market demands it. It is impossible to secure for \$800 a trained and experienced woman teacher; for the same sum a green college graduate may be secured for training at the expense of the school. The woman will stay at her work for years—the man, as soon as he becomes of value to the school, must be promoted, or he will leave to go where higher salaries are paid. It is a simple question of supply and demand, governing the price of work for the two sexes.

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(1) Cheaper for the same talent. (2) We do not.

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Two economic questions involving the law of demand and supply, and skilled labor.

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(1) Cheaper. (2) Have to. Few women apply for professorships.

The reasons for distinctions between male and female teachers are mainly historic, with us. The proportions of the sexes among teachers are nearly the same as with pupils, about one-third male in both cases. In some grades there is no distinction whatever between the salaries of men and women. Some women were appointed before college graduation was required, as is now the case with new appointees. To give all the reasons would require a long letter.

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(1) Cheaper. (2) Worth more.

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(1) They should be equal in number. "Supply Demands," etc. More applicants and willing to work for less.

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(1) They fill less responsible positions. (2) Their work is worth more. Were the work the same, we believe the pay should be the same.

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In reply to your letter of inquiry of a recent date, will say that . . . . as yet supports but one high school. A uniform salary of — per month is paid to all assistants, for as many months as the schools are in session during the year, which this year will be but nine months. I am first, last and always opposed to the method, as pursued here, in the adjustment of teachers' salaries. It places no value on experience and training. Half the teachers, at least, in any high school, in my judgment, ought to be men, but with . . . . present low salaries it is difficult to get first-class men to take places in our high school. Don't you think, as a class, men do more rugged teaching than women? They seem to give vigor to the work that hardly seems possible when the work is all done by women. What purpose have you in view in gathering these statistics? Do you publish a separate report of your high schools? If you do, I would like much to have a copy of it.

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(1) Because they are cheaper. (2) We pay market rates.

With equal qualifications women can be obtained at less salary. They do work that the women cannot do so well.

(1) Do not. (2) Because in certain lines of work they are worth more.

We employ more men than women, because we need the man influence in the high school. The work of the ward schools is done entirely by women, and it is the opinion of the Board of Education and the superintendent that every pupil needs the influence of some good strong man during his education.

(1) Remain with us longer. (2) We pay them the same.

We mean to make them both alike.

(1) . . . . (2) Some have families. Are stronger as teachers in our high schools, consequently deserve more.

(1) Cost less and answer the purpose in lower grades. (2) Because of the position in school which men occupy. Women could not render the service required of men, and as the demand for good men is greater than the supply, they can command a better salary than women.

(1) Because we can get better work for the same money.  
(2) Because supply is much greater.

(1) Because they will work for less pay ; and because there are more good woman in the profession than there are good men, and a first rate woman is better than a second rate man. (2) Because it is the custom, principally. Our Board thinks that more usually a man has a family depending upon him. This is less often the case with women. Many women teach who "don't have to."

(1) Cheaper. Fewer to be had. No distinction as to sex if the work required is done. Always wish to keep a good propor-

tion of male teachers, as they hold boys better. Male teachers begin as low as —. Salaries are regularly raised with approved experience. Men can usually teach a wider range of subjects, or specialize more on certain lines which we want. Except my own salary as principal there is little difference.

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Replying to your favor of the 6th inst. We have in this city but one high school, with an average attendance of about two hundred and twenty pupils. We strive to secure the services of the best teachers, paying the wages necessary to secure such service. We have employed male assistants, but prefer a first-class female to an average male teacher. The rate of compensation is not based upon sex, but fixed by custom. We hire as low as we can and advance their salaries annually if their work proves in every way satisfactory.

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Why do we employ more women than men? More available. Why do we pay men more than women? Think we have to to secure them in their special work of manual training, business and science.

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Why do we employ more women than men? Partly custom. Why do we pay men more than women? Partly because a man is more valuable in many respects.

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Why do we employ more women than men? Intention is to have the number equal. Why do we pay men more than women? I don't know. You will have to consult the school-committee on that question.

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Why do we employ more women than men? At home "our own" more available. Better choice for so small pay. Why do we pay men more than women? We do not except for principal and science teacher; for them pay must accompany requirements. P. S. Length of service in line of principal and science teachers duties is not accompanied with both ability and endurance on part of women. The best influence on boys and girls

requires both men and women, and men of same age and discretion and have a family are not looking to marriage as a female, and so cost more.

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Why do we employ more women than men? Because we can get a better class of women for the same salary.

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Why do we employ more women than men? We do not. Why do we pay men more than women? Only the three science men get more.

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Why do we employ more women than men? Because their market price is lower. Why do we pay men more than women? As this question applies particularly to myself, I may be prejudiced in my reply. But as I fill the position of Head Master, and have received better educational advantages than any of my assistants and have also had more experience, I think that my salary ought to be very much higher than that of any other teacher whether man or woman. (1) Responsibilities. (2) Previous preparation and experience. (3) Supply and demand would seem to be some of the factors in making the difference to which you refer.

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Why do we employ more women than men? Much less expensive for similar grade of work. Personally, I would prefer such women as I can secure for \$1000 per annum to men who could not be secured less than \$1500 to \$2000. I have two such women at \$700 and another at \$600, and next week shall have a third such at \$700.

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Why do we employ more women than men? We do not, counting all. Because they can be employed for less money. I do not favor the paying of women less than men for the same service; but the whole question is more economic than sentimental or even ethical. It is largely a question of supply and demand. When a wider range of occupation is opened to women, the case will be somewhat different.

I cannot answer your last query on any other hypothesis than that of being in accord with a contemptible custom which made the Roman's wife "a little nearer than his horse, a little dearer than his dog." Our teachers receiving least pay, do the most work. How shall we break down this old custom "more honored in the breach than the observance," and inaugurate a more just scale of wages?

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An assistant's salary gets a better woman than a man. That is not so true for the department salary.

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We should pay our men more. Not doing so, when a man gets good for something (on the basis of experience) he goes from us and we have to "break in" another. We can get good, experienced women at from \$800 to \$1000 per annum, and are not so likely to lose them because our salaries for females are about as good as the average. A first-class man should get at least \$1000. I don't know why women shouldn't, in equity, get as much, if they do the same work; yet such is the condition of the market.

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I prefer to have about an even division of men and women. I think it is better for the boys and girls to come in contact with both. However, I would not desire to have a man (or a woman) just because he is a man, if he lacked the qualifications of a good teacher. I do not know any reason why a man should be paid more than a woman for doing the same work and for doing the work equally well. Do you? A teacher should be paid according to merit, it seems to me, and the salary should not be determined by sex. But those in authority do not always think that way. The best disciplinarians I have almost always found among the lady teachers. I do not mean that they have been the most rigid, but that they have shown greater power to influence the pupils for good. The best teachers of English we have ever had, have been women. The best teachers of mathematics have been men. Science teachers always seem to get the best salaries, but they are not always the best teachers by any means.

We have two high schools in this city, the —— high school and the —— high school. Why do we employ more women than men? Because the salary paid is not sufficient to attract the best men as instructors, while it does attract the best women; hence the schools of this city are almost entirely given over to women, for want of good men as applicants: We pay the same salaries to women as to men for the same work. This is the law of our state, and I think it is a good and just one. The only way that I can see to get more men in the profession is to pay better salaries, because the best men will not *deliberately* choose a profession where the salary is a bare living, with a pretty sure prospect of pauperism when their usefulness is ended.

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I think the excess of women in our corps is a result of circumstances rather than of a definite plan on the part of the Board. As a rule by the time men have had experience enough to justify a proper salary they can do better elsewhere. All our women teachers have homes in . . . and are loath to leave them for better pay. As to the last question, why do we pay men more than women, you will see from answers already given that we do not pay the men more.

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Why do we employ more women than men? Women, good teachers too, will work for less pay. Why do we pay men more than women? We do not.